

VOLUME 7A, CHAPTER 5: “SPECIAL PAY AND BONUSES FOR MEDICAL AND OTHER HEALTH PROFESSIONAL OFFICERS”

SUMMARY OF MAJOR CHANGES

All changes are denoted by **blue font**.

Substantive revisions are denoted by an asterisk symbol (*) preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

Hyperlinks are denoted by **bold, italic, blue, and underlined font**.

The previous version dated **June 2014** is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
051005	Extended Duration of Authority for Accession Bonus: Medical Officers in Critically Short Wartime Specialties to December 31, 2015.	Revision
051105	Extended Duration of Authority for Special Pay: Selected Reserve Health Care Professionals in Critically Short Wartime Specialties to December 31, 2015.	Revision
051305	Extended Duration of Authority for Special Pay: Health Profession Officers (HPO) Accession Bonus to December 31, 2015.	Revision
051406	Extended Duration of Authority for Special Pay: Health Profession Officers (HPO) Incentive Pay to December 31, 2015.	Revision
051506	Extended Duration of Authority for Special Pay: Health Profession Officers (HPO) Retention Bonus to December 31, 2015.	Revision
051606	Extended Duration of Authority for Special Pay: Health Profession Officers (HPO) Board Certification Pay to December 31, 2015.	Revision
Bibliography	Updated public laws.	Revision

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CHAPTER 5

**SPECIAL PAY AND BONUSES FOR MEDICAL AND OTHER HEALTH
PROFESSIONS OFFICERS**

0501 GENERAL

The Secretaries of the Military Departments may pay a health professions bonus and/or special pay to a person or officer, who is a graduate of an accredited school in a health profession, who; agrees to serve on active duty or in an active status, through the acceptance of a commission or appointment as an officer in a regular or reserve component, or remains on active duty or continue serving in an active status in a health profession in a regular or reserve component. The Secretary may also pay special pays to medical officers who serve on active duty or in an active status, in a designated health profession specialty or skill for each 12-month period.

0502 PROVISIONS

050201. Medical Corps Officer

A Medical Corps Officer is defined as an officer of the Medical Corps of the Army or Navy, or an officer of the Air Force designated as a medical officer, who is on active duty under a call or order to active duty for a period of not less than 1-year.

050202. Creditable Service

Creditable service includes periods of internship and residency while not active duty, provided such training was completed successfully, or if such training were to be terminated or interrupted as the result of military operational requirements. It also includes all periods of active service in the Medical Corps of the Army or Navy, as an officer of the Air Force designated as a medical officer, or as medical officer of the Public Health Service. Internship or residency in a foreign medical facility that is not acceptable under the credentialing criteria of an American medical or osteopathic specialty examining board may not be included in the computation of creditable service.

050203. Subspecialties

The subspecialties listed in Tables 5-1 and 5-2 are grouped for pay purposes into the following categories:

A. Subspecialty Category I. This category includes cardio-thoracic surgery, colon and rectal surgery, oncology surgery, pediatric surgery, plastic surgery, organ transplant, trauma/critical care surgery, vascular surgery and fellowship trained orthopedic surgeons.

B. Subspecialty Category II. This category includes nuclear medicine physicians.

C. Subspecialty Category III. This category includes Internal Medicine and Pediatric fellowship trained physicians in: allergy/immunology, nephrology, hematology/oncology, and neonatology.

D. Subspecialty Category IV. This category includes all internal medicine/pediatric subspecialties not listed in Subspecialty Category I or III or listed separately in Tables 5-1 and/or 5-2.

E. Subspecialty Category V. This category includes physicians who are fellowship trained in otolaryngology, obstetrics/gynecology, and urology.

050204. Residency

Residency is defined as the stage of Graduate Medical Education training recognized by the Accreditation Council for Graduate Medical Education (ACGME). During this stage a physician practices medicine under the supervision of fully licensed physicians.

050205. Specialty

A branch of medical science whereas the product of a structured educational experience in the field of medical practice following the completion of medical school that meets the ACGME program requirements in that field of medicine. (Specific medical specialty for which there is an Army area of concentration identifier, or identifying specialty skill identifier number, a Naval Officer Billet Classification number, or an Air Force Specialty Code.)

050206. Repayment

The Secretary of the Military Department concerned may terminate at any time an officer's entitlement to special pays as defined in sections 0503, 0504, and 0506. If such entitlement is terminated, then the officer concerned will be subject to the repayment provisions of Chapter 2.

050207. References

- A. Army: [Army Medical Corps Special Pay Plan](#).
- B. Navy: [Annual FY Medical Special Pay Plan NAVADMIN](#) and Chief of Naval Operations Instruction [OPNAVINST 7220.17](#).
- C. Air Force: [Air Force Medical Officer Special Pay Plan](#).

NOTE: The Air Force Medical Officer Special Pay Plan is accessible after requesting access from the Air Force Medical Service Knowledge Exchange.

0503 MULTIYEAR SPECIAL PAY (MSP)

050301. Authorization

A medical officer who executes a written agreement to remain on active duty for 2, 3, or 4 years after completion of any other active duty service commitment may, upon acceptance of the written agreement by the Secretary of the Military Department concerned, be paid a retention bonus.

050302. Entitlement

Subject to acceptance by the Secretary of the Military Department concerned, a medical officer with an existing MSP contract may terminate that contract to enter into a new MSP contract with an equal or longer obligation at the MSP annual rate in effect at the time of execution of the new MSP contract. Any unearned portion of the terminated contract will be recouped.

050303. Rates Payable

Annual payment amounts for multiyear contracts will be in the amounts indicated in Table 5-1. Officers may be paid at the rate for any one specialty for which they are currently credentialed, but the MSP and Incentive Special Pay (ISP) specialty must be the same.

050304. Eligibility Criteria

To be eligible for MSP under section 0503 a medical officer must:

- A. Be below the grade of O-7;
- B. Have a current, valid, unrestricted license or approved waiver;
- C. Have completed all active duty service commitment incurred for medical education and training or has at least 8 years of creditable service;
- D. Have completed initial residency training or is scheduled to complete initial residency training before October 1 of the fiscal year in which the officer enters into an agreement; and
- E. Execute a written agreement to remain on active duty for 2, 3, or 4 years and the agreement is accepted by the Secretary of the Military Department concerned.

NOTE: Based on Service unique requirements, the Secretary concerned may decline to offer MSP to any specialty that is otherwise eligible or restrict the length of an MSP contract for a specialty to less than 4 years.

050305. Service Obligation

Active duty service obligations for MSP will be established as follows:

A. The officer must sign a written agreement to stay on active duty for either 2, 3, or 4 years, as applicable. The amount payable will be determined by the duration of the agreement.

B. Active Duty Service Obligations (ADSO) for education and training and previous MSP agreements will be served before serving the ADSO for MSP.

C. When no education and training ADSO exist at the time of an MSP agreement execution, the ADSO for MSP is served concurrently with the MSP agreement period. In addition, if the MSP agreement is entered into prior to the start date of fellowship training and the fellowship training period is less than the MSP ADSO, the ADSO may be served concurrently with the fellowship training and ADSO training. However, if the MSP agreement is executed on or after the start date of the fellowship training, the physician is obligated for the full fellowship period, and the MSP ADSO will begin one day after the fellowship ADSO is completed.

D. Obligation for Additional Special Pay (ASP) and ISP may be served concurrently with any other service obligation.

0504 INCENTIVE SPECIAL PAY (ISP)

050401. Eligibility Criteria

To be eligible for ISP under section 0504, a medical officer must:

- A. Be below the grade of O-7;
- B. Have a current, valid, unrestricted license or approved waiver;
- C. Have completed their specialty qualification before October 1 of the fiscal year in which the officer enters into an agreement (except for cases listed in paragraph 050404);
- D. Execute a written agreement to remain on active duty for a period of not less than 1-year, beginning on the date the officer accepts the award of ISP;
- E. Be currently credentialed and privileged at a military treatment facility in the specialty for which ISP is to be paid, subject to acceptance by the Secretary of the Military Department concerned.

050402. Rates Payable

Annual ISP payments for contracts beginning on or after October 1, 2011, will be in the amounts indicated in Table 5-2. Unless otherwise listed, sub-specialties of the primary specialty are included with the primary specialty.

050403. Entitlement

A. Subject to acceptance by the Secretary of the Military Department concerned, a medical officer eligible for (but not under an MSP agreement) may enter into a new 1-year agreement at the 1-year rate listed in Table 5-2. To receive the multiyear ISP rate listed in Table 5-2 while eligible for MSP, an MSP contract must be executed. If the officer is not eligible for MSP due to a training obligation, then the 1-year ISP rate without MSP listed in Table 5-2 applies. Termination of a current ISP contract prior to its expiration can only be accomplished in conjunction with execution of a new MSP contract.

B. The Secretary of the Military Department concerned may approve recommendations for ISP payments to fully qualified physicians assigned to positions requiring a substantial portion of time performing military unique duties under adverse conditions or in remote locations outside of the continental United States or that preclude the ability to spend appropriate time in a clinical setting.

C. Medical Corps officers who enter an MSP contract at the rates stated in Table 5-1 may enter an ISP contract during fiscal year 2014 at the amount listed in Table 5-2 for the same specialty as stated on the MSP contract. The officer would continue ISP eligibility at that rate for each active year of the MSP contract. Should future reassessments cause an increase to the ISP rate for a specialty, the officer may take advantage of that increase only by signing a new MSP contract (at the annual rate in effect at the time the new contract is signed) with an equal or longer obligation.

050404. Limitation

ISP will not be paid during the same fiscal year in which the qualifying residency training is completed. If the qualifying training is completed out of cycle (at a time prior to the end of June) due to circumstances beyond the member's control, the Surgeons General are delegated the authority to grant ISP during the same fiscal year in which the qualifying residency is completed. The effective date for ISP will be calculated from the completion of the qualifying training plus 3 months. This keeps all medical officers eligible for ISP consistent in how their eligibility date is calculated.

0505 VARIABLE SPECIAL PAY (VSP)

050501. Entitlement

An officer of the Medical Corps of the Army, the Navy, or an officer of the Air Force designated as a medical officer and who is on active duty under a call or order to active duty for a period of not less than 1-year is entitled to VSP.

050502. Rates Payable

VSP monthly rates are shown in Table 5-3.

0506 ADDITIONAL SPECIAL PAY (ASP)

050601. Entitlement

An officer who is entitled to VSP under section 0505 and who has a current, valid, unrestricted license or approved waiver is entitled to ASP.

050602. Eligibility

An officer may not be paid ASP for any 12-month period unless the officer first executes a written agreement where the officer agrees to remain on active duty for a period not less than 1-year, beginning the date the officer accepts the award of ASP.

050603. Rate Payable

The ASP amount payable will be \$15,000 for each 12-month period during which the officer is not undergoing medical internship or initial residency training.

NOTE: Physicians who have recently completed internship training, but who are not presently in initial residency training, are also eligible with evidence of successful completion all three parts of the national licensing exam and submission of an application for licensure pending review and approval by a State licensing board.

0507 BOARD CERTIFIED PAY (BCP)

050701. Entitlement

An officer who is entitled to VSP under section 0505 and who has a current, valid, unrestricted license or approved waiver and is board certified in accordance with the Department of Defense (DoD) [*Instruction \(DoDI\) 6000.13*](#) is entitled to BCP.

050702. Rates Payable

BCP monthly rates are shown in Table 5-4.

050703. Waiver

A. Medical officers eligible for BCP who are unable to schedule or complete board certification examinations because of assigned duty in support of a contingency operation may be eligible for BCP if the otherwise eligible officer:

1. Has completed all other requirements for board certification, including all residency training; and
2. Successfully completes all required certification examinations within 180 days after release from assigned duty in support of a contingency operation.

B. The period for completion of board certification or recertification requirements is the 180-day period beginning on the date on which the member is released from duty where the member was assigned in support of a contingency operation. The Secretary of Defense may extend the 180-day period as appropriate. Certification must be obtained before the medical officer receives payment.

0508 DIPLOMATE PAY FOR PSYCHOLOGISTS NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY

050801. Eligibility

The Secretary concerned may authorize the payment of Diplomate Pay for Psychologists and Non-Physician Healthcare Provider Board Certification Pay (NPBCP) to an officer who must:

- A. Be an officer in the Army, Navy, or Air Force designated as a psychologist or Non-Physician Healthcare Provider;
- B. Be a healthcare provider in a clinical specialty that is privilegeable;
- C. Possess a post-baccalaureate degree in the officer's clinical specialty;
- D. Be certified by a professional board in the officer's clinical specialty; and
- E. Be in one of the following fields:
 1. Audiology/Speech pathology,
 2. Biochemistry,
 3. Dietitian,
 4. Occupational Therapy,

5. Physical Therapy,
6. Physician Assistant,
7. Podiatry,
8. Psychology,
9. Public Health Officer,
10. Medical Physicist, or
11. Social Work.

050802. Rates Payable

NPBCP monthly rates are shown in Table 5-5.

050803. Restriction

An officer may not receive Diplomate Pay for Psychologists and Board Certification Pay for Non-Physician Healthcare Providers and the entitlements contained in section 0516 for the same activity, skill, or period of service.

050804. Waiver

A. Psychologists and Non-Physician Healthcare Providers eligible for NPBCP who are unable to schedule or complete board certification examinations because of assigned duty in support of a contingency operation may be eligible for NPBCP if the otherwise eligible officer:

1. Has completed all other requirements for board certification, including all residency training; and

2. Successfully completes all required certification examinations within 180 days after release from assigned duty in support of a contingency operation.

B. The period for completion of board certification or recertification requirements is the 180-day period beginning on the date on which the member is released from duty where the member was assigned in support of a contingency operation. The Secretary of Defense may extend the 180-day period as appropriate. Certification must be obtained before the Psychologists, and Non-Physician Healthcare Providers receive payment.

0509 SPECIAL PAY: RESERVE, RECALLED, OR RETAINED HEALTH CARE OFFICERS

050901. Entitlement

A Reserve medical officer described in paragraph 050201, and who has a current, valid, unrestricted license or an official waiver on active duty for less than 1-year is entitled to special pay at the monthly rate of \$450 for each month of active duty for annual training, active duty for training, or active duty for special work. The amount will be prorated for periods less than 1-month. A member cannot receive any other type of medical pay under this provision.

050902. Active Duty for More than 30 Days but Less Than 1-Year, Other than Active Duty for Training

National Guard and Reserve medical officers who are called or ordered to active duty (other than training) for a period of more than 30 days, but less than 1-year, and have a current, valid, unrestricted license, are eligible to receive VSP, ASP, BCP and ISP at the rates established. Payments will be paid monthly, and amounts will be prorated for periods less than 1 month. National Guard and Reserve medical officers receiving ASP and ISP under this paragraph are not required to execute a written agreement to remain on active duty for at least 1-year. Reserve Component medical officers serving on active duty and receiving special pay under this paragraph are not entitled to the special pay under paragraph 050901.

050903. Active Duty of 1-Year or More

A National Guard and Reserve medical officer who is on active duty for other than training for 1-year or more or whose orders are amended to require continuous active duty for 1-year or more (from the date of the amendment) is eligible for the special pays provided in sections 0504, 0505, 0510, and 0511.

0510 ACCESSION BONUS: MEDICAL OFFICERS IN CRITICALLY SHORT WARTIME SPECIALTIES

051001. Eligibility

To be eligible for the Critically Short Wartime Specialty (CSWS) accession bonus, an individual must:

A. Be a graduate of an accredited school of medicine or osteopathy in a specialty designated by the Secretary of the Military Department concerned;

B. Have a full and unrestricted license and be fully qualified to remain a licensed physician in a designated specialty;

C. Be fully qualified for appointment as a commissioned officer in a Regular or Reserve Component of the Armed Forces;

D. Execute a written agreement to accept a commission as an officer of the Medical Corps of the Army or the Navy, an officer of the Air Force designated as a medical officer and remain on active duty for a period of not less than 4 consecutive years;

E. Have a CSWS designated specialty listed in Table 5-6; and

F. Maintain all licensing and specialty qualifications throughout the length of the written agreement.

051002. Limitation on Eligibility for Bonus

A medical officer may not be paid a bonus under paragraph 051001 when the officer:

A. Is already serving as a commissioned officer with a designated CSWS;

B. No longer holds an appointment as a commissioned officer, but is otherwise qualified and eligible;

C. Is in receipt of a bonus or special pay for the same activity, skill or period of service under [Title 37, United States Code \(U.S.C.\), Chapter 5 Subchapter II](#); or

D. In exchange for an agreement to accept an appointment as an officer, received financial assistance from the DoD to pursue a course of study in medicine or osteopathy. This includes, but is not limited to, participants and former participants of the Armed Forces Health Professions Scholarship Program, Financial Assistance Program, and the Uniformed Services University of the Health Sciences.

051003. Amounts

Accession bonus amounts are shown in Table 5-6.

051004. Repayment

A person who, after executing an agreement is not commissioned as an officer of the Armed Forces; does not become licensed as a doctor or osteopath, or does not complete the period of active duty in a specialty specified in the agreement, will be subject to the repayment provisions of Chapter 2.

*051005. Duration of Authority

Unless authorized by the Congress, no agreement under section 0510 may be entered into after [December 31, 2015](#).

0511 SPECIAL PAY: SELECTED RESERVE HEALTH CARE PROFESSIONALS IN CRITICALLY SHORT WARTIME SPECIALTIES

051101. Eligibility

To be eligible for the Special Pay Selected Reserve Health Care Professionals in Critically Short Wartime Specialties, an individual must:

- A. Be an officer in a health care profession,
- B. Be a member of a reserve component of the Armed Forces,
- C. Execute a written agreement under which the officer agrees to serve in the Selected Reserve of an Armed Force, for a period of not less than 1-year nor more than 3 years, beginning on the date the officer accepts the award of special pay, and
- D. Be qualified in a specialty designated by regulations as a critically short wartime specialty.

051102. Eligible Officers

An officer referred to in 051101 is an officer in a health care profession who is qualified in a specialty designated by regulations as a critically short wartime specialty.

051103. Payment

The amount of special pay may not exceed the annual rate of \$25,000, and will be paid annually at the beginning of each 12-month period for which the officer has agreed to serve.

051104. Repayment

An officer who does not complete the period of service in the Selected Reserve specified in the agreement entered into under paragraph 051101 will be subject to the repayment provisions of Chapter 2.

*051105. Duration of Authority

Unless authorized by the Congress, no agreement under section 0511 may be entered into after [December 31, 2015](#).

0512 EARLY CAREER INCENTIVE SPECIAL PAY (ECISP)

051201. Eligibility

An officer of the Medical Corps of the Army or an officer of the Air Force designated as a medical officer, who:

- A. Is below the grade of O-7;
- B. Has a current, valid, unrestricted license or approved waiver;
- C. Is within 18 months of completing their medical education and training obligation;
- D. Has completed initial residency training or is scheduled to complete initial residency training before September 30 of the fiscal year in which the officer enters into an agreement;
- E. Executes a written agreement to remain on active duty for a period of not less than 4 years, beginning on the date for which the ECISP is to be paid;
- F. Is in a specialty designated by the Service Surgeon General as eligible for this pay;
- G. Is currently credentialed and privileged at a military treatment facility in the specialty for which ECISP is to be paid; and
- H. Has completed specialty qualification before September 30 of the fiscal year in which the officer enters into an agreement, except for cases listed in subparagraph 051202.A.

051202. Limitations

- A. ECISP will not be paid for the same fiscal year in which the qualifying residency training is completed. If the qualifying training is completed out of cycle (at a time prior to the end of June) due to circumstances beyond the member's control, the Surgeons General are delegated the authority to waive the DoD policy and authorize ECISP during the same fiscal year in which the qualifying residency is completed. The effective date for ECISP will be calculated from the completion of the qualifying training plus 3 months. This keeps all medical officers eligible for ECISP consistent in how their eligibility date is calculated.
- B. ECISP recipients are not precluded from transitioning into the regular multiyear special pay program, (i.e. the coupled Multiyear Incentive Special Pay (MISP) and MSP for the same specialty once they are eligible to do so).
- C. ECISP is a one-time offer, and once a recipient enters into an ECISP agreement, the agreement cannot be terminated. If the individual becomes eligible for the coupled MISP and MSP program, then he or she can terminate the ECISP in order to enter into a coupled program that has an equal or longer obligation. The new active duty obligation (ADO) has to be at least as long as the time remaining on the original ECISP agreement.

D. An ECISP recipient, cannot receive a regular ISP, MISIP, or MSP in addition to ECISP. Officers on an ISP that meet eligibility requirements for ECISP may terminate the ISP and apply for ECISP.

051203. Amounts

The annual ECISP amounts are shown in Table 5-7 for a 4-year agreement.

NOTE: The Secretary of the Military Department concerned may approve ECISP payments to fully qualified physicians assigned to positions requiring a substantial portion of time performing military unique duties under adverse conditions or in remote locations outside the continental United States, or that preclude the ability to spend appropriate time in a clinical setting.

051204. Repayment

An officer who fails to meet or maintain the eligibility requirement stated in paragraph 051201 will be subject to the repayment provisions of Chapter 2.

0513 SPECIAL PAY: HEALTH PROFESSION OFFICERS (HPO) ACCESSION BONUS

051301. Authorization

The Secretary concerned may pay a Health Profession Officers (HPO) Accession Bonus to an eligible individual who signs a written agreement on or after November 1, 2008, to serve on active duty or in an active status in exchange for receiving an accession bonus. The accession bonus may be paid in a lump-sum, in monthly payments, or in periodic installments as determined by the Secretary concerned. Based on Service-unique requirements, the Secretary concerned may decline to offer an accession bonus to any specialty that is otherwise eligible or may restrict the length of an accession bonus contract for a specialty to less than 4 years.

051302. Eligibility

To be eligible for an accession bonus, an individual must:

A. Be a licensed clinical psychologist, licensed clinical social worker, physician assistant, or public health officer (Air Force only);

B. Be a graduate of an accredited school(s) in his or her clinical specialty;

C. Be fully qualified to hold a commission or appointment as a commissioned officer in an Active or Reserve Component;

D. Execute a written agreement to accept a commission or appointment as an HPO of the Army, the Navy, or the Air Force to serve on active duty or in an active duty status for a period of not less than 2 consecutive years. An individual who currently holds an appointment as an HPO in either the Active or Reserve Component is not eligible for an

accession bonus. A former HPO who no longer holds an appointment or commission and is otherwise qualified and eligible must have been discharged from any uniformed service at least 24 months prior to execution of the written agreement to receive an accession bonus;

E. Have completed all mandatory service obligations if financial assistance were received from DoD in order to pursue a course of study as an HPO. This includes, but is not limited to, participants and former participants of the Reserve Officers Training Corps, Armed Forces Health Professions Scholarship Program, and Financial Assistance Program; and

F. Possess an unrestricted license (or an approved waiver) and be qualified in the officer's specialty, if a clinical psychologist, clinical social worker, or physician assistant.

051303. Amounts

Accession bonus amounts are shown in Table 5-8.

051304. Repayment

An officer who fails to fulfill the service conditions specified in the written agreement for the accession bonus will be subject to the repayment provisions of Chapter 2.

*051305. Duration of Authority

Unless authorized by the Congress, no agreement under section 0513 may be entered into after [December 31, 2015](#).

NOTE: During the discharge of the service obligation associated with an accession bonus, individuals are eligible for Incentive Pay and Board Certification Pay. Any additional obligation incurred by these pays will be served concurrently.

0514 SPECIAL PAY: HEALTH PROFESSION OFFICERS (HPO) INCENTIVE PAY

051401. Eligibility

To be eligible for Incentive Pay, an HPO must:

A. Be a licensed clinical psychologist, licensed clinical social worker, physician assistant or public health officer (Air Force only);

B. Completed specialty qualification before October 1, 2008;

C. Sign a written agreement to remain on active duty, or in an active status in the Selected Reserve of the Ready Reserve in a designated health profession specialty for a period of not less than 1-year, beginning on the date the contract is signed; and

D. Be a Health Care Provider (HCP), possess an unrestricted license (or approved waiver) and be qualified in his or her specialty. Social workers, clinical psychologists, physician assistants, or public health officer (Air Force only) have been designated as HCPs. Subject to acceptance by the Secretary concerned, an HCP must be currently credentialed and privileged at a military treatment facility in the specialty for which the incentive pay is to be paid.

NOTE: The Secretary concerned may also approve recommendations for incentive pay payments to fully qualified HCPs assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions or in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting.

051402. Amounts

The monthly incentive pay is shown in Table 5-9. The HPO incentive pay must be paid in monthly installments.

051403. Agreement

A. Not Under Retention Bonus Agreement. Subject to acceptance by the Secretary concerned, an HPO who is eligible for, but not obligated under, an existing retention bonus agreement and who is no longer obligated under a previous incentive pay agreement, may enter into a new 1-year incentive pay agreement at the rate expressed in paragraph 051402. Incentive pay agreements must be for at least 1-year and cannot be prorated. Termination of a current incentive pay contract prior to its expiration can only be done in conjunction with execution of a new retention bonus contract.

B. Under Retention Bonus Agreement. HPOs who enter a retention bonus contract may also enter an incentive pay contract for the same specialty at the amount in paragraph 051402. HPOs who elect this option will continue incentive pay eligibility at that rate for each active year of the retention bonus contract. Any renegotiation of either the retention bonus or incentive pay will require signing a new retention bonus contract at the annual rate in effect at the time the new contract is signed with an equal or longer obligation.

051404. Limitation

Incentive pay will not be paid during the same fiscal year in which the qualifying training is completed. If the qualifying training is completed out of cycle (at a time prior to the end of June) and it is not the fault of the HPO, the Secretary concerned may authorize its Surgeon General to approve incentive pay during the same fiscal year in which the qualifying training is completed. The effective date of incentive pay will be calculated from the completion of the qualifying training, plus 3 months.

051405. Repayment

An officer who fails to fulfill the service conditions specified in the written agreement for incentive pay will be subject to the repayment provisions of Chapter 2.

*051406. Duration of Authority

Unless authorized by the Congress, no agreement under section 0514 may be entered into after [December 31, 2015](#).

0515 SPECIAL PAY: HEALTH PROFESSION OFFICERS (HPO) RETENTION BONUS

051501. Eligibility

To be eligible for a retention bonus, an individual must:

- A. Be below the grade of O-7;
- B. Be a licensed clinical psychologist, licensed clinical social worker, physician assistant, or public health officer (Air Force only);
- C. Have at least 8 years of creditable service as an officer in the respective specialty; or have completed any active duty service commitment incurred for medical education and training; or have completed all active duty service obligations for an accession bonus;
- D. Completed initial training before October 1, 2008;
- E. Have signed a written agreement to remain on active duty as an HPO for a period of 2, 3, or 4 years and the agreement is accepted by the Secretary concerned; and
- F. Have a current valid, unrestricted license or approved waiver and be credentialed and privileged if a clinical psychologist, clinical social worker, or physician assistant.

051502. Prior Multiyear Pay

Subject to acceptance by the Secretary concerned, an HPO with an existing multiyear pay pursuant to Title 37, U.S.C., Chapter 5 Subchapter II or with a retention bonus contract may request termination of that contract to enter into a new retention bonus contract with an equal or longer obligation at the retention bonus annual rate in effect at the time of execution of the new retention bonus contract. The new obligation period will not retroactively cover any portion or period that was executed under the old contract.

051503. Amounts

Annual payment amounts for retention bonus contracts are shown in Table 5-10. The retention bonus may be paid in a lump sum or periodic installments.

051504. Restriction

Based on Service-unique requirements, the Secretary concerned may decline to offer a retention bonus to any specialty that is otherwise eligible or may restrict the length of a retention bonus contract for a specialty to less than 4 years.

051505. Repayment

An officer who fails to fulfill the service conditions specified in the written agreement for the retention bonus will be subject to the repayment provisions of Chapter 2.

*051506. Duration of Authority

Unless authorized by the Congress, no agreement under section 0515 may be entered into after [December 31, 2015](#).

0516 SPECIAL PAY: HEALTH PROFESSION OFFICERS (HPO) BOARD CERTIFICATION PAY

051601. Eligibility

To be eligible for board certification pay, an officer must:

- A. Be a licensed clinical psychologist, licensed clinical social worker, physician assistant, or public health officer (Air Force only);
- B. Possess a post-baccalaureate degree in his or her clinical specialty;
- C. Be certified by a professional board in his or her clinical specialty;
- D. Have a current valid unrestricted license or approved waiver, if a clinical psychologist, clinical social worker or physician assistant; and
- E. Sign a written agreement to remain on active duty, or in an active status, in the selected reserves of the Ready Reserve in a designated health profession specialty for a period of not less than 1-year, beginning on the date the contract is signed.

051602. Certification Interrupted by Contingency Operations

A. An HPO whose attainment of board certification is interrupted by contingency operations is eligible for retroactive board certification pay when:

1. Eligibility requirements in paragraph 051601 are met, and
2. The HPO completes the board certification or recertification requirements before the end of the 180-day period following deployment (or any time adjustment directed by the Secretary of Defense).

B. The retroactive board certification pay will begin on the date on which the member was deployed in support of a contingency operation and will end on the date of obtaining the certification or recertification, or 180 days post-deployment, whichever is shorter.

051603. Amount

The monthly Board Certification Pay is \$500.00.

051604. Restriction

An officer may not receive HPO Board Certification Pay and the entitlements contained in section 0508 for the same activity, skill, or period of service.

051605. Repayment

An officer who fails to fulfill the service conditions specified in the written agreement for board certification pay will be subject to the repayment provisions of Chapter 2.

*051606. Duration of Authority

Unless authorized by the Congress, no agreement under section 0516 may be entered into after [December 31, 2015](#).

Table 5-1. Multiyear Special Pay (MSP) for Medical Officers

R U L E	A	B		
	If the medical officer's specialty is	then multiyear special pay		
		for a 2-year contract is	for a 3-year contract is	for a 4-year contract is
1	Aerospace Medicine	\$13,000	\$19,000	\$25,000
2	Anesthesiology	\$25,000	\$40,000	\$60,000
3	Cardiology-Adult/Pediatric	\$21,000	\$34,000	\$51,000
4	Dermatology	\$17,000	\$25,000	\$38,000
5	Emergency Medicine	\$17,000	\$26,000	\$40,000
6	Family Practice	\$17,000	\$25,000	\$38,000
7	Gastroenterology	\$22,000	\$33,000	\$50,000
8	General Surgery	\$25,000	\$40,000	\$60,000
9	Internal Medicine	\$13,000	\$23,000	\$35,000
10	Neurology	\$13,000	\$19,000	\$25,000
11	Neurosurgery	\$25,000	\$40,000	\$60,000
12	OB/GYN	\$17,000	\$25,000	\$35,000
13	Ophthalmology	\$13,000	\$19,000	\$25,000
14	Orthopedics	\$17,000	\$33,000	\$50,000
15	Otolaryngology	\$17,000	\$25,000	\$33,000
16	Pathology	\$13,000	\$20,000	\$30,000
17	Pediatrics	\$13,000	\$20,000	\$30,000
18	Phys Med	\$12,000	\$13,000	\$20,000
19	Prev/Occ Med	\$13,000	\$20,000	\$30,000
20	Psychiatry	\$17,000	\$28,000	\$43,000
21	Pulmonary/IM-Critical Care	\$21,000	\$31,000	\$45,000
22	Radiology	\$25,000	\$40,000	\$60,000
23	Subspecialty Category I	\$23,000	\$36,000	\$55,000
24	Subspecialty Category II	\$12,000	\$18,000	\$27,000
25	Subspecialty Category III	\$12,000	\$17,000	\$25,000
26	Subspecialty Category IV	\$13,000	\$19,000	\$25,000
27	Subspecialty Category V	\$21,000	\$31,000	\$45,000
28	Urology	\$20,000	\$30,000	\$45,000

Table 5-2. Incentive Special Pay (ISP) for Medical Officers

R U L E	A	B	
	If the medical officer's specialty is	then	
		one-year ISP Rate without MSP is (note)	one-year ISP rate to be paid with MSP
1	Aerospace Medicine	\$20,000	\$20,000
2	Anesthesiology	\$36,000	\$50,000
3	Cardiology-Adult/Pediatric	\$36,000	\$41,000
4	Dermatology	\$20,000	\$20,000
5	Emergency Medicine	\$26,000	\$30,000
6	Family Practice	\$20,000	\$20,000
7	Gastroenterology	\$26,000	\$29,000
8	General Surgery	\$29,000	\$50,000
9	Internal Medicine	\$20,000	\$20,000
10	Neurology	\$20,000	\$20,000
11	Neurosurgery	\$36,000	\$60,000
12	OB/GYN	\$31,000	\$31,000
13	Ophthalmology	\$28,000	\$30,000
14	Orthopedics	\$36,000	\$50,000
15	Otolaryngology	\$30,000	\$35,000
16	Pathology	\$20,000	\$20,000
17	Pediatrics	\$20,000	\$20,000
18	Phys Med	\$20,000	\$20,000
19	Prev/Occ Med	\$20,000	\$20,000
20	Psychiatry	\$20,000	\$20,000
21	Pulmonary/IM-Critical Care	\$23,000	\$26,000
22	Radiology	\$36,000	\$42,000
23	Subspecialty Category I	\$36,000	\$57,000
24	Subspecialty Category II	\$28,000	\$28,000
25	Subspecialty Category III	\$23,000	\$26,000
26	Subspecialty Category IV	\$20,000	\$20,000
27	Subspecialty Category V	\$36,000	\$41,000
28	Urology	\$28,000	\$28,000

NOTE:

ISP rate for officers not MSP eligible still obligated for training or less than 8 years creditable service for, or MSP eligible but not executing an MSP, and all mobilized Reserve Component medical officers.

Table 5-3. Variable Special Pay (VSP) for Medical Officers

R U L E	A	B
		If the officer is in the pay grade O-6 and below and is/has
1	an intern	\$100.00
2	less than 6 years of creditable service and is not an intern	\$416.66
3	at least 6 but less than 8 years of creditable service	\$1,000.00
4	at least 8 but less than 10 years of creditable service	\$958.33
5	at least 10 but less than 12 years of creditable service	\$916.66
6	at least 12 but less than 14 years of creditable service	\$833.33
7	at least 14 but less than 18 years of creditable service	\$750.00
8	at least 18 but less than 22 years of creditable service	\$666.66
9	22 or more years of creditable service	\$583.33

NOTE: If an officer is serving in a pay grade of O-7 and above, regardless of years of creditable service, the monthly rate is \$583.33.

Table 5-4. Board Certified Pay (BCP) for Medical Officers

R U L E	A	B
		If the officer has
1	less than 10 years of creditable service	\$208.33
2	at least 10 but less than 12 years of creditable service	\$291.66
3	at least 12 but less than 14 years of creditable service	\$333.33
4	at least 14 but less than 18 years of creditable service	\$416.66
5	18 or more years of creditable service	\$500.00

Table 5-5. Diplomat Pay for Psychologists and Board Certification Pay for Non-Physician Healthcare Providers

R U L E	A	B
	If the officer has	then the monthly rate payable is
1	less than 10 years of creditable service	\$166.66
2	at least 10 but less than 12 years of creditable service	\$208.33
3	at least 12 but less than 14 years of creditable service	\$250.00
4	at least 14 but less than 18 years of creditable service	\$333.33
5	18 or more years of creditable service	\$416.66

NOTE: Creditable service, for purposes of NPBCP, is defined as all periods of active service after the officer was qualified in the healthcare provider specialty for which NPBCP is being received.

Table 5-6. Critical Wartime Skills Accession Bonus

Medical Specialties	Bonus Amount
Anesthesia	\$396,000
Neurosurgery	\$400,000
Diagnostic Radiology	\$364,000
General Surgery	\$400,000
Vascular Surgery	\$400,000
Pulmonary Medicine	\$292,000
Orthopedics	\$356,000
Otolaryngology	\$252,000
Aerospace Medicine	\$180,000
Emergency Medicine	\$276,000
Family Practice	\$252,000
Obstetrics/Gynecology	\$240,000
Psychiatry	\$272,000
Urology	\$280,000
Internal Medicine	\$240,000
Ophthalmology	\$200,000
Preventive Medicine	\$220,000
Pediatrics	\$220,000

Table 5-7. Early Career Incentive Special Pay

Medical Specialties	ECISP
Adult Cardiology	\$58,000
Anesthesiology	\$69,000
Dermatology	\$36,000
Emergency Medicine	\$44,000
Family Practice	\$36,000
Gastroenterology	\$49,000
General Surgery	\$69,000
Internal Medicine	\$34,000
Neurology	\$28,000
Neurosurgery	\$75,000
Obstetrics/Gynecology	\$41,000
Ophthalmology	\$34,000
Orthopedics	\$63,000
Otolaryngology	\$43,000
Pathology	\$31,000
Pediatrics	\$31,000
Physical & Aerospace Medicine	\$25,000
Preventive & Occupational Medicine	\$31,000
Psychiatry	\$39,000
Pulmonary & Critical Care	\$44,000
Radiology	\$64,000
Subspecialty Category I	\$70,000
Subspecialty Category II	\$34,000
Subspecialty Category III	\$32,000
Subspecialty Category IV	\$28,000
Subspecialty Category V	\$54,000
Urology	\$46,000

Table 5-8. Health Professions Officers (HPO) Accession Bonus

HPO	3-Year Obligation	4-Year Obligation
Physician Assistant	\$12,500	\$15,000
Licensed Clinical Psychologist	\$12,500	\$15,000
Licensed Clinical Social Worker	\$6,250	\$7,500
Public Health Officer (Air Force)	\$7,500	\$10,000

Table 5-9. Health Professions Officers (HPO) Monthly Incentive Pay

HPO	Board Eligible	Fully Qualified
Physician Assistant	\$416.67	\$416.67
Licensed Clinical Psychologist	\$416.67	\$416.67
Licensed Clinical Social Worker	\$0.00	\$0.00
Public Health Officer (Air Force)	\$416.67	\$416.67

Table 5-10. Health Professions Officers (HPO) Retention Bonus

Health Professions Officers (HPO) Retention Bonus			
HPO	2-Years	3-Years	4-Years
Physician Assistant	\$10,000	\$15,000	\$20,000
Licensed Clinical Psychologist	\$10,000	\$15,000	\$20,000
Licensed Clinical Social Worker	\$0	\$0	\$0
Public Health Officer (Air Force)	\$5,000	\$6,250	\$7,500

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