

**SUMMARY OF MAJOR CHANGES TO
DoD 7000.14-R, VOLUME 7A, CHAPTER 21
“SPECIAL PAYS FOR NURSE CORPS OFFICERS”**

All changes are denoted by blue font

Substantive revisions are denoted by a ★ preceding the section, paragraph, table,
or figure that includes the revision

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

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
2101	Reworded for clarity.	Update
210105	Bonus authority extended to December 31, 2009.	Update
2102	Incentive Special Pay (ISP) for Specialty Nurses.	Add
210304	Bonus authority extended to December 31, 2009.	Update

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CHAPTER 21

SPECIAL PAYS FOR NURSE CORPS OFFICERS

2101 REGISTERED NURSE ACCESSION BONUS

★ 210101. Eligibility. To be eligible for the accession bonus, a person must:

A. Hold a baccalaureate of science degree in nursing (BSN) from an accredited school of nursing.

B. Be fully qualified to serve as a commissioned officer.

C. Execute a written agreement to accept a commission as an officer of the Nurse Corps of the Army or Navy, or an officer of the Air Force designated as a nurse, to serve on active duty for a period of not less than 3 years.

D. Be qualified to become and remain a licensed BSN registered nurse as determined by the Secretaries concerned (or designees).

210102. Limitation on Eligibility. A person may not be paid a bonus if:

A. The person, in exchange for an agreement to accept an appointment as an officer, accepts financial assistance from either the Department of Defense or the Department of Health and Human Services to pursue a baccalaureate degree. This includes, and is not limited to, participants of the Armed Forces Health Professionals Scholarship Program and Financial Assistance Program;

B. The Secretaries concerned (or designees) determines that the person is not qualified to become and remain licensed as a registered nurse;

C. The person had prior active duty service as a Nurse Corps officer and has been discharged from active duty at least 2 years prior to execution of the written agreement for this accession bonus; or

D. The person holds an appointment as a nurse officer in either the active or Reserve Component.

210103. Amount. The Secretaries concerned (or designees) may, upon acceptance of the written agreement, pay an accession bonus to an eligible person in an amount not to exceed:

A. \$20,000 for a 3-year contract; or

B. \$30,000 for a 4-year contract.

210104. Repayment

A. An officer who receives an accession bonus and fails to become and remain licensed as a registered nurse during the period of service for which the payment is made will be subject to the repayment provisions of *Title 37, United States Code (U.S.C.), section 303a(e)* and *Chapter 2* of this volume.

B. An officer who voluntarily terminates service on active duty before the end of the obligated period will refund to the United States the unserved portion of that payment.

210105. Termination of Authority. No agreement under this section may be entered into after December 31, 2009 unless this bonus authority is reauthorized by the Congress.

2102 INCENTIVE SPECIAL PAY (ISP) FOR SPECIALTY NURSES

★ 210201. Eligibility. To be eligible for the Incentive Special Pay (ISP) for Specialty Nurses, a person must:

A. Execute a written agreement to remain on active duty for a period of 1 year or more which is accepted by the Secretaries concerned (or designees); and

B. Be an officer of the Nurse Corps of the Army or Navy, or an officer of the Air Force designated as a nurse; and

C. Be on active duty under a call or order to active duty for a period of not less than 3 years; and

D. Hold a nationally recognized certification in one of the clinical nursing specialties listed in subparagraph 210201.E; and

E. Be a fully qualified registered nurse with an active, unrestricted license (or approved waiver) in a designated specialty of:

1. Preoperative nursing.
2. Critical-care nursing.
3. Emergency nursing.
4. Obstetrics/gynecological nursing.
5. Medical-Surgical nursing.
6. Psychiatric/Mental Health nursing.
7. Community/Public Health nursing.

8. Pediatric nursing.
9. Neonatal Intensive Care nursing.
10. Nurse Midwife.
11. Any Nurse Practitioner.

210202. Amount. The Secretaries concerned (or designees) may, upon acceptance of the written agreement, pay an eligible individual incentive pay in an annual lump-sum amount not to exceed:

- A. \$5,000 a year for a 1-year contract.
- B. \$10,000 a year for a 2-year contract.
- C. \$15,000 a year for a 3-year contract.
- D. \$20,000 a year for a 4-year contract.

NOTE: Based upon the Service-unique requirements, the Secretaries concerned (or designees) may decline to offer the Specialty Nurse ISP to any group that is otherwise eligible, or restrict the length of the contract for any or all eligible groups to less than 4 years. Each Secretary will set one rate for each category. Secretaries may set rates for obligated individuals separately from those without obligations within the above schedule. Secretaries may restrict eligibility to those who have completed their initial service obligation.

210203. Repayment. An officer who fails to fulfill the service conditions specified in the written agreement for the incentive special pay will be subject to the repayment provisions of 37 U.S.C. 303a(e) and Chapter 2 of this volume.

210204. Termination of Authority. The Secretaries concerned (or designees) may terminate at any time a Nurse Corps officer's entitlement to Specialty Nurse ISP. Reasons for termination may include, but are not necessarily limited to, loss of privileges, courts martial convictions, violations of the Uniform Code of Military Justice, failure to maintain a current, unrestricted license to practice as a nurse, or reasons that are in the best interest of the Military Department concerned. If entitlement to ISP is terminated, then the officer will be paid on a pro-rata basis the portion served up to the official date of termination. The Military Departments will establish regulations that specify the conditions and procedures under which termination may take place. The regulations and conditions for termination will be included in the written agreement for Specialty Nurse ISP. No agreement under this section may be entered into after December 31, 2009.

2103 INCENTIVE SPECIAL PAY (ISP) FOR CERTIFIED REGISTERED NURSE ANESTHETISTS (CRNA)

★ 210301. Eligibility. An eligible commissioned officer is one who:

A. Is an officer of the Nurse Corps of the Army or Navy, or an officer of the Air Force designated as a nurse;

B. Is on active duty under a call or order to active duty for a period of not less than 1 year;

C. Is a qualified Certified Registered Nurse Anesthetists (CRNA) with an active, unrestricted license; and

D. Executes a written agreement to remain on active duty for a period of 1 year or more, which is accepted by the Secretaries concerned (or designees).

210302. Amount. The Secretaries concerned (or designees), upon acceptance of the written agreement, pay an eligible individual incentive pay in an annual lump-sum amount not to exceed:

A. \$20,000 a year for a 1-year contract.

B. \$25,000 a year for a 2-year contract.

C. \$35,000 a year for a 3-year contract.

D. \$40,000 a year for a 4-year contract.

NOTE: Each Secretary will set one rate for each category. Secretaries may set rates for obligated individuals separately from those without obligations within the above schedule.

210303. Repayment. An officer who fails to fulfill the service conditions specified in the written agreement for the incentive special pay will be subject to the repayment provisions of 37 U.S.C. 303a(e) and Chapter 2 of this volume.

210304. Termination of Authority. The Secretaries concerned (or designees) may terminate at any time a Nurse Corps officer's entitlement to CRNA ISP. Reasons for termination may include, but are not necessarily limited to, loss of privileges, courts martial convictions, violations of the Uniform Code of Military Justice, failure to maintain a current, unrestricted license to practice as a nurse anesthetist, or reasons that are in the best interest of the Military Department concerned. If entitlement to ISP is terminated, then the officer will be paid on a pro-rata basis the portion served up to the official date of termination. The Military Departments will establish regulations that specify the conditions and procedures under which termination may take place. The regulations and conditions for termination will be included in the written

agreement for CRNA ISP. No agreement under this section may be entered into after December 31, 2009.

BIBLIOGRAPHY

CHAPTER 21 – SPECIAL PAYS FOR NURSE CORPS OFFICER

★ 2101 – REGISTERED NURSE ACCESSION BONUS

37 U.S.C. 302d
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★ 2102 – INCENTIVE SPECIAL PAY FOR SPECIALTY NURSES

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**★ 2103 – INCENTIVE SPECIAL PAY FOR CERTIFIED REGISTERED NURSE
ANESTHETISTS (CRNA)**

37 U.S.C. 302e(b)(2)
ASD(HA) Memo, October 15, 2007
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