

**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*

PARAGRAP H	EXPLANATION OF CHANGE/REVISION	PURPOSE
210101	Insert note for eligible prior service nurses.	Add
210104 Bibliography	Revised repayment guidance. Added member's death provision.	Update
210105 Bibliography	Accession Bonus authority extended to December 31, 2010.	Update
210203 Bibliography	Revised repayment guidance. Added member's death provision.	Update
210204 Bibliography	Incentive Pay authority extended to December 31, 2010.	Update
210303 Bibliography	Revised repayment guidance. Added member's death provision.	Update
210304 Bibliography	Incentive Pay authority extended to December 31, 2010.	Update
2104 Bibliography	Insert Board Certification Pay.	Add

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## CHAPTER 21

SPECIAL PAYS FOR NURSE CORPS OFFICERS2101 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).

★NOTE: A former nurse officer who no longer holds an appointment, and is otherwise eligible, must have been discharged from any Uniformed Service at least 2 years prior to execution of the written agreement to receive the accession bonus.

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) determine that the person is not qualified to become and remain licensed as a registered nurse; or
- C. 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 Chapter 2. In the event of a member's death the provisions of paragraph 020202 and Table 2-1, rule 1, shall apply.

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. Such an officer will be subject to the repayment provisions of Chapter 2. In the event of a member's death the provisions of paragraph 020202 and Table 2-1, rule 1, shall apply.

★ 210105. Termination of Authority. No agreement under this section may be entered into after December 31, 2010, unless this bonus authority is extended 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 voluntarily terminates active duty before the end of the period of obligated service will refund to the United States the unserved portion of the bonus payment. 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 Chapter 2. In the event of a member's death the provisions of paragraph 020202 and Table 2-1, rule 1, shall apply.

★ 210204. Termination of Authority. No agreement under this section may be entered into after December 31, 2010, unless this incentive pay authority is extended by the Congress.

#### 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 voluntarily terminates active duty before the end of the period of obligated service will refund to the United States the unserved portion of the bonus payment. 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 Chapter 2. In the event of a member's death the provisions of paragraph 020202 and Table 2-1, rule 1, shall apply.

★ 210304. Termination of Authority. No agreement under this section may be entered into after December 31, 2010, unless this incentive pay authority is extended by the Congress.

2104 NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY

★ 210401. Eligibility. The Secretary concerned may authorize the payment of Non-Physician Healthcare Provider Board Certification Pay (NPBCP) to an officer who:

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

- B. Is a healthcare provider in a clinical specialty that is privilegeable;
- C. Has a post-baccalaureate degree in his/her clinical specialty; and
- D. Is certified by a professional board in his/her clinical specialty.

210402. Amount. The rate of NPBCP to which an officer is entitled shall be paid in equal monthly amounts.

**Years of Creditable Service**

**Annual Payments**

Less than 10 years	\$2,000
At least 10 but less than 12 years	\$2,500
At least 12 but less than 14 years	\$3,000
At least 14 but less than 18 years	\$4,000
18 or more years	\$5,000

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.

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**★ 2101 – REGISTERED NURSE ACCESSION BONUS**

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**★ 2102 – INCENTIVE SPECIAL PAY (ISP) FOR SPECIALTY NURSES**

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ASD(HA) Memo, October 15, 2007  
ASD(HA) Memo, October 6, 2008  
[Public Law 111-84, section 612, October 28, 2009](#)

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

37 U.S.C. 302e(b)(2)  
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**★ 2104 – NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY**

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