VOLUME 7A, CHAPTER 21: “SPECIAL PAYS FOR NURSE CORPS OFFICERS”

SUMMARY OF MAJOR CHANGES

All changes are denoted by blue font.

Substantive revisions are denoted by an * 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 May 2012 is archived.

<table>
<thead>
<tr>
<th>PARAGRAPH</th>
<th>EXPLANATION OF CHANGE/REVISION</th>
<th>PURPOSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>210105</td>
<td>Extended Duration of Authority for Registered Nurse Accession Bonus to December 31, 2013.</td>
<td>Update</td>
</tr>
<tr>
<td>210207</td>
<td>Extended Duration of Authority for Incentive Special Pay (ISP) for Specialty Nurses to December 31, 2013.</td>
<td>Update</td>
</tr>
<tr>
<td>210307</td>
<td>Extended Duration of Authority for Incentive Special Pay (ISP) for Certified Registered Nurse Anesthetist (CRNA) Bonus to December 31, 2013.</td>
<td>Update</td>
</tr>
<tr>
<td>Bibliography</td>
<td>Updated public law.</td>
<td>Update</td>
</tr>
</tbody>
</table>
Table of Contents

VOLUME 7A, CHAPTER 21: “SPECIAL PAYS FOR NURSE CORPS OFFICERS”........... 1

2101 REGISTERED NURSE ACCESSION BONUS .................................................................................. 3
  210101. Eligibility................................................................................................................................. 3
  210102. Limitation on Eligibility........................................................................................................... 3
  210103. Amount....................................................................................................................................... 3
  *210105. Duration of Authority................................................................................................................... 4

2102 INCENTIVE SPECIAL PAY (ISP) FOR SPECIALTY NURSES.................................................... 4
  210201. General Eligibility Requirements.............................................................................................. 4
  210202. Eligibility for Officers Serving on Active Duty for 1-Year or More.......................... 5
  210203. Eligibility for Officers Serving on Active Duty for Less than 1-Year...................... 5
  210204. Amount...................................................................................................................................... 6
  210206. Repayment............................................................................................................................... 7
  *210207. Duration of Authority................................................................................................................... 7

2103 INCENTIVE SPECIAL PAY (ISP) FOR CERTIFIED REGISTERED NURSE ANESTHETISTS (CRNA)................................................................................................................................. 7
  210301. Eligibility for Officers Serving on Active Duty for 1-Year or More...................... 7
  210302. Eligibility for Officers Serving on Active Duty for Less than 1-Year.................. 7
  210303. Amount...................................................................................................................................... 8
  210304. Monthly Payments..................................................................................................................... 8
  210305. Termination of Entitlement.......................................................................................................... 8
  210306. Repayment............................................................................................................................... 8
  *210307. Duration of Authority................................................................................................................... 9

2104 NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY (NPBCP)................................................................................................................................. 9
  210401. Eligibility...................................................................................................................................... 9
  210402. Amount....................................................................................................................................... 9

2105 REFERENCES................................................................................................................................... 9
  210501. Army........................................................................................................................................ 10
  210502. Navy......................................................................................................................................... 10
  210503. Air Force .................................................................................................................................. 10

BIBLIOGRAPHY...................................................................................................................................... 11
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; and

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

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 Secretary concerned determines 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 Secretary concerned 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

An individual receiving a Registered Nurse Accession Bonus, who fails to remain qualified as a licensed registered nurse for the duration of the agreed upon period, or who voluntarily terminates service on active duty before the end of the obligated period for which the payment is made, will be subject to the repayment provisions of Chapter 2.

*210105. Duration of Authority

Unless authorized by the Congress, no agreement under this section may be entered into after December 31, 2013. The National Defense Authorization Act for Fiscal Year 2013 reauthorized entering into agreements for this bonus effective January 2 through December 31, 2013. There is no authority to enter into an agreement for this bonus on January 1, 2013.

2102 INCENTIVE SPECIAL PAY (ISP) FOR SPECIALTY NURSES

210201. General Eligibility Requirements

In order to be eligible for the Incentive Special Pay (ISP) for Specialty Nurses, a person must:

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

B. Be a fully qualified registered nurse with an active, full unrestricted license 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; or
11. Any Nurse Practitioner.

C. Hold a nationally recognized certification in one of the clinical nursing specialties listed in subparagraph 210201.B;

D. Have completed a specialty nursing course approved by the Service Surgeon General or a graduate program in one of the clinical specialties listed in subparagraph 210201.B; and

E. Meet the eligibility criteria of paragraph 210202 or 210203.

210202. Eligibility for Officers Serving on Active Duty for 1-Year or More

An officer on active duty under a call or order to active duty for a period of not less than 1-year is eligible for ISP if the officer executes a written agreement to remain on active duty for a period of 1 year or more, which is accepted by the Secretary concerned.

210203. Eligibility for Officers Serving on Active Duty for Less than 1-Year

An officer is eligible for ISP if the officer is one of the following:

A. A reservist called to active duty for more than 30 days but less than 1-year, other than active duty for training;

B. An officer involuntarily retained on active duty under Title 10 United States Code (U.S.C.) 12305;

C. A retired nurse corps officer recalled to active duty for more than 30 days under 10 U.S.C. 688; or

D. An officer who voluntarily agrees to remain on active duty for less than 1-year at a time when:

1. Officers are involuntarily retained on active duty under 10 U.S.C. 12305; or

2. The Secretary of Defense determines that special circumstances justify the payment of special pay under 37 U.S.C. 302f.

NOTE: For Service specific eligibility, follow the hyperlinks in section 2105.
210204. Amount

The Secretary concerned may, upon acceptance of the written agreement, pay an eligible individual incentive pay in an annual 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; or
D. $20,000 a year for a 4-year contract.

NOTE: Based upon the Service-unique requirements, the Secretary concerned 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 may establish separate rates for each specialty listed in subparagraph 210201.B. The Secretary may set rates for individuals with service obligations separately from those without any service obligations. The Secretary may restrict eligibility to individuals who have completed their initial service obligation.

210205. Termination of Entitlement

The Secretary of the Military Department concerned will prescribe regulations to 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, the following:

A. Loss of privileges;
B. Courts Martial convictions;
C. Violations of the Uniform Code of Military Justice;
D. Failure to maintain a current, unrestricted license; or
E. Reasons that are in the best interest of the Military Department concerned.

NOTE: If the 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. Each Military Department shall establish regulations that specify the conditions and procedures under which termination may take place. The regulations and conditions for termination shall be included in the written agreement.
210206. Repayment

An officer in receipt of a special incentive pay who fails to maintain the eligibility requirements listed in paragraph 210201, and who voluntarily terminates service on active duty before the end of the obligated period for which the payment is made, will be subject to the repayment provisions of Chapter 2.

*210207. Duration of Authority

Unless authorized by the Congress, no agreement under this section may be entered into after December 31, 2013. The National Defense Authorization Act for Fiscal Year 2013 reauthorized entering into agreements for this bonus effective January 2 through December 31, 2013. There is no authority to enter into an agreement for this bonus on January 1, 2013.

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

210301. Eligibility for Officers Serving on Active Duty for 1-Year or More

An officer on active duty under a call or order to active duty for a period of not less than 1-year is eligible for ISP if the officer:

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 a qualified CRNA with an active, full unrestricted license; and

C. Executes a written agreement to remain on active duty for a period of 1 year or more, which is accepted by the Secretary concerned.

210302. Eligibility for Officers Serving on Active Duty for Less than 1-Year

An officer is eligible for ISP if the officer:

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 a qualified CRNA with an active, full unrestricted license; and

C. Is one of the following:

1. A reservist called to active duty for more than 30 days but less than 1-year, other than active duty for training;

2. An officer involuntarily retained on active duty under 10 U.S.C.
3. A retired nurse corps officer recalled to active duty for more than 30 days under 10 U.S.C. 688; or

4. An officer who voluntarily agrees to remain on active duty for less than 1-year at a time when:
   a. Officers are involuntarily retained on active duty under 10 U.S.C. 12305; or
   b. The Secretary of Defense determines that special circumstances justify the payment of special pay under 37 U.S.C. 302f.

210303. Amount

The Secretary concerned may, upon acceptance of the written agreement, pay an eligible individual incentive pay in an annual lump-sum payable at the beginning of the 12 month period for which the officer is to receive the payment, in an 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; or
   D. $50,000 a year for a 4-year contract.

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

210304. Monthly Payments

Payment of ISP to reserve, recalled or retained nurse corps officers for CRNA may be made on a monthly basis.

210305. Termination of Entitlement

See paragraph 210205.

210306. Repayment

An officer in receipt of a special incentive pay who fails to maintain the eligibility requirements listed in paragraph 210301, and who voluntarily terminates service on active duty before the end of the obligated period for which the payment is made, will be subject to the repayment provisions of Chapter 2.
210307. Duration of Authority

Unless authorized by the Congress, no agreement under this section may be entered into after December 31, 2013. The National Defense Authorization Act for Fiscal Year 2013 reauthorized entering into agreements for this bonus effective January 2 through December 31, 2013. There is no authority to enter into an agreement for this bonus on January 1, 2013.

2104 NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY (NPBCP)

210401. Eligibility

The Secretary concerned may authorize the payment of 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. Payment of NPBCP to reserve, recalled or retained Nurse Corps Officers may be made on a monthly basis.

<table>
<thead>
<tr>
<th>Years of Creditable Service</th>
<th>Annual Payments</th>
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<tbody>
<tr>
<td>Less than 10 years</td>
<td>$2,000</td>
</tr>
<tr>
<td>At least 10 but less than 12 years</td>
<td>$2,500</td>
</tr>
<tr>
<td>At least 12 but less than 14 years</td>
<td>$3,000</td>
</tr>
<tr>
<td>At least 14 but less than 18 years</td>
<td>$4,000</td>
</tr>
<tr>
<td>18 or more years</td>
<td>$5,000</td>
</tr>
</tbody>
</table>

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.

2105 REFERENCES

The following source directives contain detail on entitlements, policies, and procedures for Special Pay for Nurse Corps Officers:
210501. Army

*Army Nurse Special Pay Plan.*

210502. Navy

*OPNAVINST 7220.17 and Annual FY Medical Special Pay Plan NAVADMIN.*

210503. Air Force

*Air Force Nurse Special Pay Plan.*
CHAPTER 21 – SPECIAL PAYS FOR NURSE CORPS OFFICER

2101 – REGISTERED NURSE ACCESSION BONUS

37 U.S.C. 302d

ASD(HA) Memo, September 27, 2010

* Public Law 112-239, section 612 (b) (2), January 2, 2013

2102 – INCENTIVE SPECIAL PAY (ISP) FOR SPECIALTY NURSES

210202 37 U.S.C. 302e
210203 37 U.S.C. 302f

ASD(HA) Memo, September 27, 2010

* Public Law 112-239, section 612 (b) (3), January 2, 2013

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

37 U.S.C. 302e(b)(2)

ASD(HA) Memo, September 27, 2010

* Public Law 112-239, section 612 (b) (3), January 2, 2013

2104 – NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY

210401 37 U.S.C. 302c(d)(1)
210402 37 U.S.C. 302f

37 U.S.C. 206