

**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 2011 is archived.

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
210105	<a href="#">Extended duration of authority for Registered Nurse Accession Bonus to December 31, 2012.</a>	Update
210201	<a href="#">Updated General Eligibility Requirements to reflect current policy.</a>	Update
210202	<a href="#">Updated Nurse Corps Officer serving on Active Duty for 1-Year or more to reflect current policy.</a>	Add
210203	<a href="#">Updated Nurse Corps Officer serving on Active Duty for Less than 1-Year to reflect current policy.</a>	Add
210207	<a href="#">Extended duration of authority for Incentive Special Pay (ISP) for Specialty Nurses to December 31, 2012.</a>	Update
210202 Through 210205	<a href="#">Renumbered to 210204 through 210207.</a>	Update
210301	<a href="#">Updated Nurse Corps Officer serving on Active Duty for 1-Year or more to reflect current policy.</a>	Update
210302	<a href="#">Updated Nurse Corps Officer serving on Active Duty for Less than 1-Year to reflect current policy.</a>	Update
210304	<a href="#">Inserted monthly payment for reserve, recalled, or retained nurse corps officers.</a>	Add
210307	<a href="#">Extended duration of authority for Incentive Special Pay (ISP) for Certified Registered Nurse Anesthetist (CRNA) Bonus to December 31, 2012.</a>	Update
210302 Through 210305	<a href="#">Renumbered to 2103030 through 210307.</a>	Update

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
210402	Inserted monthly payment for reserve, recalled, or retained nurse corps officers.	Add
210501	Inserted Army Nurse Special Pay Plan hyperlink.	Add
Bibliography	Updated statutes and public laws.	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.

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 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 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, 2012](#).

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.
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 Secretaries 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.
- D. \$20,000 a year for a 4-year contract.

NOTE: Based upon the Service-unique requirements, the Secretaries 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. Secretaries may set rates for individuals with service obligations separately from those without any service obligations. Secretaries 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. The Military Departments 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, 2012**.

**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 Certified Registered Nurse Anesthetists (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 Certified Registered Nurse Anesthetist (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. 12305**;

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 Secretaries 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.
- D. \$50,000 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.

**\*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, 2012.

## 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. [Payment of NPBCP to reserve, recalled or retained Nurse Corps Officers may be made on a monthly basis.](#)

**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.

## 2105 REFERENCE

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.*

## BIBLIOGRAPHY

## 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 112-81, section 612 \(b\) \(2\), December 31, 2011](#)

## 2102 – INCENTIVE SPECIAL PAY (ISP) FOR SPECIALTY NURSES

37 U.S.C. 302e

\* [210202](#) [37 U.S.C 302f](#)\* [210203](#) [37 U.S.C. 302f](#)

ASD(HA) Memo, September 27, 2010

\* [Public Law 112-81, section 612 \(b\) \(3\), December 31, 2011](#)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 112-81, section 612 \(b\) \(3\), December 31, 2011](#)\* [210304](#) [37 U.S.C. 302f](#)[37 U.S.C. 206](#)

## 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](#)