

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 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 **August 2014** is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
210101 210102	Added paragraphs to further define the General Section.	Addition
210201.A	Updated to reflect current Department of Defense policy.	Revision
210205	Extended Duration of Authority for Registered Nurse Accession Bonus to December 31, 2015.	Revision
210307	Extended Duration of Authority for Incentive Special Pay (ISP) for Specialty Nurses to December 31, 2015.	Revision
210407	Extended Duration of Authority for ISP for Certified Registered Nurse Anesthetist (CRNA) Bonus to December 31, 2015.	Revision
Bibliography	Updated memorandums and public law.	Revision

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CHAPTER 21

SPECIAL PAYS FOR NURSE CORPS OFFICERS

*2101 GENERAL

*210101. Purpose

This chapter establishes policy pertaining to bonuses and special pay for Nurse Corps Officers.

*210102. Authoritative Guidance

The information contained in this chapter is in accordance with the references listed in the Bibliography.

2102 REGISTERED NURSE ACCESSION BONUS

*210201. Eligibility

To be eligible for the accession bonus, a person must:

- * A. Hold a baccalaureate **or higher** 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.

210202. Limitation on Eligibility

A person may not be paid a bonus if:

- A. 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 Corps of the Army or Navy, or an officer of the Air Force designated as a nurse in either the Active or Reserve Component.

210203. 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.

210204. 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.

*210205. Duration of Authority

Unless authorized by the Congress, no agreement under section 2102 may be entered into after [December 31, 2015](#).

2103 INCENTIVE SPECIAL PAY (ISP) FOR SPECIALTY NURSES

210301. General Eligibility Requirements

In order to be eligible for the 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. Perioperative 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 210301.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 210301.B; and

E. Satisfy the eligibility criteria of paragraph 210302 or 210303.

210302. 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.

210303. 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;

C. A retired nurse corps officer, recalled to active duty for more than 30 days;

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; or
2. The Secretary of Defense determines that special circumstances justify the payment of special pay.

NOTE: For Service specific eligibility, follow the hyperlinks in section 2106.

210304. 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 210301.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.

210305. 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. Court 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 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.

210306. Repayment

An officer in receipt of an ISP 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 section 2103 may be entered into after [December 31, 2015](#).

2104 INCENTIVE SPECIAL PAY (ISP) FOR CERTIFIED REGISTERED NURSE ANESTHETISTS (CRNA)

210401. 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.

210402. 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;
3. A retired nurse corps officer recalled to active duty for more than 30 days; 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; or
 - b. The Secretary of Defense determines that special circumstances justify the payment of special pay.

210403. 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.

210404. Monthly Payments

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

210405. Termination of Entitlement

See paragraph 210305.

210406. Repayment

An officer in receipt of ISP who fails to maintain the eligibility requirements listed in paragraph 210401, 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.

*210407. Duration of Authority

Unless authorized by the Congress, no agreement under section 2104 may be entered into after [December 31, 2015](#).

2105 NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY (NPBCP)

210501. Eligibility

The Secretary concerned may authorize the payment of NPBCP to an officer who must:

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

B. Be a healthcare provider in a clinical specialty that is privilegeable;

C. Possess a post-baccalaureate degree in his/her clinical specialty;

D. Be certified by a professional board in his/her clinical specialty; and

E. Be in one of the following specialties:

1. Nurse Anesthetist;

2. Nurse Midwife;

3. Clinical Nurse Specialist;

4. Public Health Nurse; or

5. Nurse Practitioner in:

a. Adult Health;

b. Family Health;

c. Pediatric;

d. Psychiatric/Mental Health;

e. Acute Care;

f. Primary Care; or

g. Women's Health Care.

210502. Amount

The rate of NPBCP to which an officer is entitled will be paid in equal monthly amounts. Payment of NPBCP to a 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.

2106 REFERENCES

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

210601. Army:

[Army Nurse Special Pay Plan.](#)

210602. Navy:

A. Naval Operation Instruction, [OPNAVINST 7220.17](#); and

B. Annual Fiscal Year Dental Special Pay Plan, Naval Administration Message, [AVADMIN.](#)

210603. Air Force:

[Air Force Nurse Special Pay Plan.](#)

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

*BIBLIOGRAPHY

CHAPTER 21 – SPECIAL PAYS FOR NURSE CORPS OFFICER

2102 – REGISTERED NURSE ACCESSION BONUS

	210201	37 U.S.C. 302d
*		ASD (HA) Memo, February 27, 2015
	210202	ASD (HA) Memo, September 27, 2010
*	210205	Public Law 113-291, section 612(b)(2), December 19, 2014

2103 – INCENTIVE SPECIAL PAY (ISP) FOR SPECIALTY NURSES

	210301.A	37 U.S.C. 302e
	210301.B	ASD (HA) Memo, September 27, 2010
	210302	37 U.S.C 302f
	210303	37 U.S.C. 302f
*	210307	Public Law 113-291, section 612(b)(3), December 19, 2014

2104 – INCENTIVE SPECIAL PAY (ISP) FOR CERTIFIED REGISTERED NURSE ANESTHETISTS (CRNA)

	210401	37 U.S.C. 302e(b)(2)
	210403	ASD (HA) Memo, September 27, 2010
	210404	37 U.S.C. 302f
*	210407	Public Law 113-291, section 612(b)(3), December 19, 2014

2105 – NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY

	210501	37 U.S.C. 302c(d)(1)
		ASD (HA) Memo, March 9, 2009
	210502	37 U.S.C. 302f