



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, DC 20301-1200

SEP 27 2010

HEALTH AFFAIRS

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER
AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE NAVY (MANPOWER
AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE AIR FORCE
(MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Nurse Officer Special Pay Plan

The attached policy guidance announces the Nurse Officer Special Pay Plan. The plan includes bonus and pay rates for the Nurse Officer Accession Bonus, Specialty Nurse Incentive Special Pay, and Nurse Anesthetists Incentive Pay that become effective October 1, 2010. This policy will remain in effect subject to congressional reauthorization of Sections 302d and 302e of Title 37, United States Code (U.S.C.).

Nurse Officer Accession Bonus, Specialty Nurse Incentive Pay, and Nurse Anesthetists Incentive Special Pay shall be administered in accordance with the policies established herein, in the Department of Defense Instruction 6000.13, and Title 37 U.S.C. In determining the rates, the Health Professions Incentives Work Group considered manning, civilian income data, Military Health System requirements, and Service budget impact. I emphasize that possession of a current, unrestricted license is a prerequisite to enter into a special pay contract.

Please provide this office a copy of your implementing guidance within ten days from the date of this memorandum. My point of contact is Dr. Gary Matteson, who may be reached at Gary.Matteson@ha.osd.mil, or (703) 682-8890.

George Peach Taylor, Jr., M.D.
Deputy Assistant Secretary of Defense
(Force Health Protection and Readiness)
Performing the Duties of the
Assistant Secretary of Defense
(Health Affairs)

Attachments:
As stated

HA Policy
10-010

cc:

Principal Deputy Under Secretary of Defense (Personnel and Readiness)

Assistant Secretary of Defense (Reserve Affairs)

Surgeon General of the U.S. Public Health Service

Surgeon General of the Army

Surgeon General of the Navy

Surgeon General of the Air Force

Director, Defense Finance and Accounting Service

ACCESSION BONUS FOR OFFICER REGISTERED NURSES

A. Eligibility: To be eligible for the accession bonus, an individual must be a registered nurse and:

1. Be a graduate of an accredited school of nursing conferring a baccalaureate of science degree in nursing (BSN);
2. Be fully qualified to hold an appointment as a commissioned officer;
3. Execute a written agreement to accept a commission as an officer of the Nurse Corps of the Army or the Navy, an officer of the Air Force designated as a nurse, or an officer designated as a nurse in the commissioned corps of the U.S. Public Health Service (USPHS), and to serve on active duty for a period of not less than three years. An individual who holds an appointment as a nurse officer in either the Active or Reserve Component is not eligible for the accession bonus. A former nurse officer who no longer holds an appointment, and is otherwise eligible, must have been discharged from any Uniformed Service at least two years prior to execution of the written agreement to receive the accession bonus;
4. Not have received financial assistance from the Department of Defense or the Department of Health and Human Services (HHS) to pursue a course of study in nursing in exchange for an agreement to accept an appointment as a nurse officer. This includes, but is not limited to, participants of the Armed Forces Health Professions Scholarship Program and Financial Assistance Program;
5. To be qualified and remain qualified as a registered nurse with current unrestricted license, as determined by the Secretary of the Military Department (or designee) concerned.

B. Bonus Authorized: The Secretary of the Military Department concerned may, upon acceptance of the written agreement described in paragraph A.3., pay an accession bonus to an eligible individual in an amount that shall not exceed:

- \$30,000 for a four-year agreement
- \$20,000 for a three-year agreement

Eligible individuals who sign a written agreement, on or after October 1 (of the current year), to serve on active duty in exchange for receiving the accession bonus are authorized to receive the accession bonus.

C. Repayment:

An individual receiving a registered nurse officer 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 provision of section 303a(e) of title 37 U.S.C., and the Department of Defense Financial Management Regulation (DoDFMR), Volume 7a, Chapter 2 – Repayment of Unearned Portion of Bonuses and Other Benefits.”

D. Bankruptcy: A discharge in bankruptcy under title 11 U.S.C. that is entered less than five years after the termination of an accession bonus agreement does not discharge a person from a debt arising under such agreement or paragraph C. This provision applies to any case commenced under title 11 U.S.C. after 1 October of the current year.

E. Responsibilities: The Secretaries of the Military Departments (or their designees) shall establish procedures for the administering the Registered Nurse Officer Accession Bonuses for their respective Services. These procedures shall be in accordance with this pay plan, the DoDI 6000.13, and title 37 U.S.C. and shall be applied consistently to all officers under the respective jurisdictions of the Secretaries concerned (or their designees) in similar circumstances.

F. Authority: The Registered Nurse Officer Accession Bonus is paid under the authority of title 37, U.S.C., 302d.

INCENTIVE SPECIAL PAY FOR SPECIALTY NURSES

A. Eligibility: A commissioned officer who:

1. Is an officer of the Nurse Corps of the Army or the Navy, an officer of the Air Force designated as a nurse, and;
2. Is on active duty under a call or order to active duty for a period of not less than one year and;
3. Is a fully qualified registered nurse with an active, full unrestricted license in a designated specialty of:
 - a. Perioperative Nursing
 - b. Critical Care Nursing
 - c. Emergency Nursing
 - d. Obstetrics/Gynecological Nursing
 - e. Medical-Surgical Nursing
 - f. Psychiatric/Mental Health Nursing
 - g. Community/Public Health Nursing
 - h. Pediatric Nursing
 - i. Neonatal Intensive Care Nursing
 - j. Nurse Midwife
 - k. Any Nurse Practitioner
4. Holds certification in one of the above clinical nursing specialties. Certification must be a nationally-recognized, expert credential reserved for those who meet rigorous practice, continuing education, and testing requirements in their nursing specialty.
 - a. Must have completed a specialty nursing course approved by the Service Surgeon General or a graduate program in one of the clinical specialties listed above in sub-paragraphs 3a through 3k.
5. Executes a written agreement to remain on active duty for a period of not less than 1 year which is accepted by the Secretary concerned.

B. Bonus Authorized:

1. The Secretary of the Military Department concerned may, upon acceptance of the written agreement described in paragraph A.4., pay an incentive pay in an annual amount to an eligible individual in an amount not to exceed
 - o \$ 5,000/year for a one-year agreement

- \$10,000/year for a two-year agreement
- \$15,000/year for a three-year agreement
- \$20,000/year for a four-year agreement

2. Based on Service-unique requirements, the Secretary concerned may decline to offer the Specialty Nurse Incentive Special Pay (ISP) to any group that is otherwise eligible, or restrict the length of the contract for any or all eligible groups to less than four years. Each Secretary may establish separate rates for each specialty listed in paragraph A.3.

3. Secretaries may establish rates for individuals with service obligations separately from those without any service obligations.

4. Secretaries may restrict eligibility to individuals who have completed their initial service obligation.

C. Payment: Special pay payable to an officer under subsection (a) of this section shall be paid annually at the beginning of the 12-month period for which the officer is to receive that payment.

D. Termination of Entitlement to Special Pay: The Secretary (or designee) of the Military Department concerned 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 the entitlement to ISP is terminated, the officer shall 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 service agreement for Specialty Nurse ISP.

E. Repayment: An officer in receipt of a special incentive pay who fails to maintain the eligibility requirements stated above in paragraph A; and, who voluntarily terminates service on active duty before the end of the obligated period for which the payment is made; or whose ISP is terminated under paragraph C above, will be subject to the repayment provisions of section 303a(e) of title 37 U.S.C., and Chapter 2, Volume 7a, of the DoDFMR.

F. Bankruptcy: A discharge in bankruptcy under title 11 U.S.C. shall not release a person from an obligation to reimburse the United States required under the terms of an agreement for receipt of ISP if the final decree of the discharge in bankruptcy was issued within a period of five years after the last day of a period which such person had agreed

to serve on active duty. This subsection applies to a discharge in bankruptcy in any proceeding that begins after November 29, 1989.

G. Responsibilities: The Secretaries of the Military Departments (or their designees) shall establish procedures for administrating the ISP for specialty nurses for their respective Services. These procedures shall be in accordance with this pay plan, the DoDI 6000.13, and title 37 U.S.C. and shall be applied consistently to all officers under the respective jurisdictions of the Secretaries concerned (or their designees) in similar circumstances.

H. Authority: Specialty Nurse ISP is under the authority of title 37, U.S.C., 302e.

CERTIFIED REGISTERED NURSE ANESTHETISTS INCENTIVE SPECIAL PAY

A. Eligibility: A commissioned officer who:

1. Is an officer of the Nurse Corps of the Army or the Navy, an officer of the Air Force designated as a nurse, or an officer designated as a nurse in the commissioned corps of the U.S. Public Health Service(USPHS) and;
2. Is on active duty under a call or order to active duty for a period of not less than one year and;
3. Is a qualified certified registered nurse anesthetist with an active, full unrestricted license and;
4. Executes a written agreement to remain on active duty for a period of one year or more which is accepted by the Secretary concerned.

B. Bonus Authorized: The Secretary of the Military Department concerned may, upon acceptance of the written agreement described in paragraph A.4., pay an incentive pay to an eligible individual in a lump-sum annual amount that shall not exceed:

- \$20,000/year for a one-year agreement
- \$25,000/year for a two-year agreement
- \$35,000/year for a three-year agreement
- \$50,000/year for a four-year agreement

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

C. Payment: Special pay payable to an officer under subsection (a) of this section shall be paid annually at the beginning of the 12-month period for which the officer is to receive that payment.

D. Termination of Entitlement to Special Pay: The Secretary (or designee) of the Military Department concerned may terminate at any time a Nurse Corps officer's entitlement to 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, the officer shall 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 service agreement for ISP.

E. Repayment: An officer in receipt of a special incentive pay who fails to maintain the eligibility requirements stated above in paragraph A; and, who voluntarily terminates service on active duty before the end of the obligated period, for which the payment is made; or whose ISP is terminated under paragraph C above, will be subject to the repayment provisions of section 303a(e) of Title 37 U.S.C., and Chapter 2, Volume 7a, of the DoDFMR.

F. Bankruptcy: A discharge in bankruptcy under title 11 U.S.C. shall not release a person from an obligation to reimburse the United States required under the terms of an agreement for receipt of ISP if the final decree of the discharge in bankruptcy was issued within a period of five years after the last day of a period which such person had agreed to serve on active duty. This subsection applies to a discharge in bankruptcy in any proceeding that begins after November 29, 1989.

G. Responsibilities:

The Secretaries of the Military Departments (or their designees) shall establish procedures for administering the Certified Registered Nurse Anesthetists Incentive Special Pay for their respective Services. These procedures shall be in accordance with this pay plan, the DoDI 6000.13, and title 37 U.S.C. and shall be applied consistently to all officers under the respective jurisdictions of the Secretaries concerned (or their designees) in similar circumstances.

G. Authority: ISP for nurse anesthetists is under the authority of title 37, U.S.C., 302e.