



THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, DC 20301-1200

30 MAY 1996

MEMORANDUM FOR:

ASSISTANT SECRETARY OF THE ARMY (M&RA)
ASSISTANT SECRETARY OF THE NAVY (M&RA)
ASSISTANT SECRETARY OF THE AIR FORCE (MRAI&E)
DEFENSE FINANCE AND ACCOUNTING SERVICE (DFAS)

SUBJECT: Policy for Implementation of Board Certified Pay for Nurse Corps Officers

This memorandum promulgates policy guidance for the implementation of Nonphysician Health Care Provider Board Certified Pay (BCP) for Army and Navy Nurse Corps officers and Air Force officers designated as nurse. The National Defense Authorization Act for Fiscal Year 1996 (FY-96) amended Section 302c(d)(1) of title 37, United States Code, adding nurse officers to those health professions eligible for Nonphysician BCP. That Act remedied an inequity in the original legislation which inadvertently excluded nurse officers.

A Health Affairs (HA) memorandum of September 22, 1994, established initial policy guidance for Nonphysician Health Care Provider BCP, and an HA memo of September 6, 1995, provided final implementation guidance. Attached at [Tab A](#) is policy guidance with eligibility criteria for nurse officers, including a revised definition of creditable service applicable to all nonphysician health care providers. Attached at [Tab B](#) is the current list of qualified specialties, and [Tab C](#) is the current list of approved certification boards for nurse officers. The Offices of the Surgeons General for the three Services reviewed, validated, and concurred with the revised lists.

A handwritten signature in black ink, appearing to read "Stephen C. Joseph". The signature is written in a cursive style with a long horizontal stroke extending to the right.

Stephen C. Joseph, M.D., M.P.H.

Attachments:

As stated

HA POLICY 96-047

cc:

Surgeon General of the Army
Surgeon General of the Navy
Surgeon General of the Air Force

TAB A

GUIDANCE FOR THE ADMINISTRATION OF NONPHYSICIAN BOARD CERTIFIED PAY FOR NURSE CORPS OFFICERS

POLICY: It is DoD policy to administer Nonphysician Health Care Provider Board Certified Pay, as prescribed by 37 USC 302c, in a manner that will enhance the professional environment for nonphysician providers, thereby helping to ensure the highest quality of care is provided to DoD beneficiaries. The pay also serves as incentive to retain sufficient numbers of high quality health care providers in the Military Departments.

ELIGIBILITY: To be eligible for BCP, an officer must:

1. Be a Nurse Corps officer in the Army or Navy, or an officer of the Air Force designated as a nurse.
2. Be a health care provider¹ in a clinical specialty that is privilegeable ([see Tab B](#)).
3. Have a post-baccalaureate degree in their clinical specialty.
4. Be certified by a professional board² in their clinical specialty ([see Tab C](#)).

AWARD: The annual awards, as specified below, shall be paid in equal monthly amounts:

Years of Creditable Service³	Annual Payment
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	\$4,000
18 or more years	\$5,000

NOTES:

1. Health care provider as defined in DoD Directive 6025.13, "Clinical Quality Management Program (CQMP) in the Military Health Services System (MHSS)," dated July 20, 1995.
2. The Services have concurred that the certification boards listed in Tab C are above entry level.
3. Creditable service for purposes of Nonphysician BCP is defined as all periods of active service after the officer was qualified in the health care provider specialty for which BCP is being received.

TAB B**NURSE HEALTH CARE PROVIDER
SPECIALTIES AND OCCUPATION CODES****Nurse Anesthetist**

Army	66F	Nurse Anesthetist
Navy	0952	Nurse Anesthetist
Navy	1972	Nurse Anesthetist
Air Force	46MX	Nurse Anesthetist

Nurse Practitioners

Army	66H-8E	Adult Nurse Practitioner, Family Nurse Practitioner
	66D-8E	Pediatric Nurse Practitioner
(After FY-97)	66H8L-8E	Pediatric Nurse Practitioner
	66G-8E	Obstetric & Gynecologic (OB/GYN) Nurse Practitioner
(After FY-97)	66H8G-8E	Obstetric & Gynecologic (OB/GYN) Nurse Practitioner
Navy	1974	Pediatric Nurse Practitioner
	1975	Adult Health Nurse Practitioner
	1976	Family Nurse Practitioner
	1980	OB/GYN Nurse Practitioner
Air Force	46NXA	Women's Health Care Nurse Practitioner
	46NXB	Pediatric Nurse Practitioner
	46NXC	Adult Health/Primary Care Nurse Practitioner
	46NXH	Family Nurse Practitioner

Nurse Midwife

Army 66G-8D Nurse Midwife

(After FY-97) 66H8G-8D Nurse Midwife

Navy 1981 Nurse Midwife

Air Force 46GX Nurse Midwife

Community Health Nurse and Clinical Nurse Specialist

The Secretary of the Military Department concerned will determine the eligibility of certain Community Health Nurses (CHN) and Clinical Nurse Specialists (CNS) who meet the criteria established herein.

TAB C

NURSE HEALTH CARE PROVIDER SPECIALTY BOARDS

Nurse Anesthetist

Sponsor: American Association of Nurse Anesthetists
Responsibility: Council on Certification of Nurse Anesthetists
Board: Nurse Anesthetist

Nurse Practitioners

Sponsor: American Nurses Association
Responsibility: American Nurses Credentialing Center
Boards:

1. Adult Nurse Practitioner
2. Family Nurse Practitioner
3. Pediatric Nurse Practitioner

Sponsor: National Certification Board of Pediatric Nurse Practitioners and Nurses
Responsibility: National Certification Board of Pediatric Nurse Practitioners and Nurses
Board: Pediatric Nurse Practitioner

Sponsor: National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
Responsibility: National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
Board: Women's Health Care Nurse Practitioner (for OB/GYN and GYN Nurse Practitioners)

Nurse Midwife

Sponsor: American College of Nurse Midwives
Responsibility: American College of Nurse Midwives
Board: Nurse Midwife